

THE  
GAME-CHANGER'S  
**GUIDE**  
TO  
RADICAL  
SUCCESS

**TEVIS ROSE TROWER**

THE GAME CHANGERS GUIDE TO RADICAL SUCCESS  
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# ACCOLADES

“Tevis is a force to be reckoned with... When you meet with Tevis, whether one-on-one or in a group setting, she metaphorically holds a mirror to your self. You cannot escape. Whether it’s the questions she asks, or her stories of clients embracing the challenges we relate to, it hits the spot.”

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“Tevis’ process delivers next-level impact for professionals who want more! I have seen it in action in programs Tevis developed for me at White & Case and recommend it for anyone wanting to live at their highest levels of success and satisfaction.”

—J. Kelly Hoey, Author *Build Your Dream Network*,  
and *Angel Investor*



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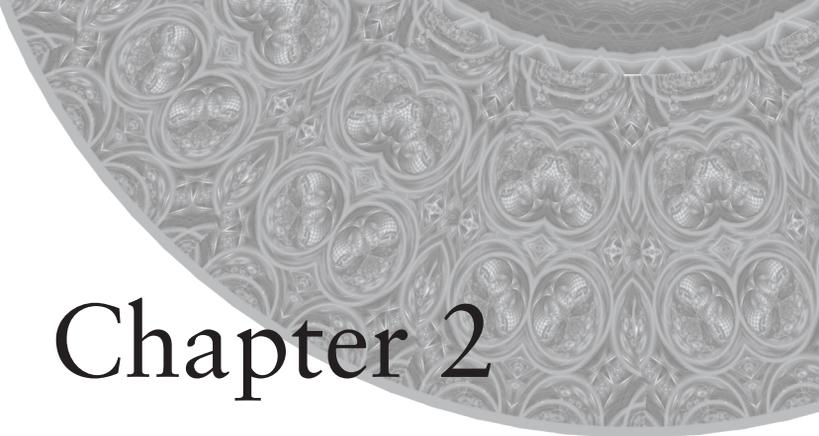
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# MANDALA OF CREATION

Our cover design features the Mandala of Creation, or Flower of Life, one of the most ancient and revered sacred images. Known to philosophers, architects and artists around the world, this design is considered a blueprint of life itself. References to this symbol have been found in drawings by Leonardo DaVinci, Kabbalah, places of worship in Galilee, and even in China's Forbidden City.

Opening with the Mandala here honors your connection to that unending process of transformation which permeates all systems.

Let it remind you that you are life in action, a creator.



# Chapter 2

## IS CHANGE POSSIBLE?

**Over dinner one night** a friend said, with snarky pessimism, that for the most part all change is temporary. To use her words, “Same whore...different dress.” Maybe you’ve had similar philosophical soccer matches with friends, knocking this question around. Get ready, because Game-Change is a personal life-change World Cup. While considering the nuances of “real” change vs. superficial change, you begin the immersion in your own Optimal state of being with this quick question: *Can you decide you believe change is possible?* You’d better, or you won’t get off the couch.

I sincerely believe real change is possible because life is nothing if not change. I also believe choosing your changes can be as profound and lasting as you want it to be. Nothing is as critical to your ability to create positive change for yourself as your belief in it. If you’re not quite there yet, if you need proof, you can be your own guinea pig. You are your best test subject for the possibility of positive change and your ability to affect it.

You can become an expert on your ability to change

by studying evolution—your own, and even of people around you. The best evidence of real change is the progress you can see in your own life. Once upon a time you couldn't walk, read, understand language, or speak. There was a time when your educational goals may have seemed like monumental challenges. Now they are an unconscious part of who you are. However distant any job or home or lover or anything else you've attained may have seemed at one point, you strived to achieve it, and change occurred. Among all your personal examples of pursuing change, there are countless instances of success. Name them. Become an expert on all the ways you've made changes happen in your life.

Using this table, write down some of those examples. This will help to make the evidence more concrete:

Age Range	Accomplishment	Obstacle
0-5 years old		
6-16 years old		
17-25 years old		
26-35 years old		
36-50 years old		
50+ years old		

## NOT ALL CHANGE IS CREATED EQUAL

Okay, now you've demonstrated for yourself that you can be an agent of change in your life. You've recalled instances from the past where you achieved new benchmarks, which allowed you to tell yourself and the world, "Hey, I made it!" You know, without a doubt, that you can affect change. Now you have to decide what kinds of change you most want to see in your life – and, if you want Radical Success, choose some different kinds and approaches.

What kind of change is *worth* pursuing? What different things and circumstances are worth having? If you want to experience deep fulfillment in your own life, you have to think about Game-Changing—literally retooling the rules you give yourself for going about your life.

A Game-Changer is a visionary, a creator of new paradigms. Investment dictionaries describe a Game-Changer as one who has new and different ideas that stand out from the crowd. Slang dictionaries say a Game-Changer *radically changes a situation*, whether we're talking about a person, an idea, or an event. Considered organizationally, a Game-Changer occurs when a visionary strategist uses creative innovation to evolve existing business plans, or conceives of an entirely new plan with new considerations and perspectives. Sounds pretty exciting, right? Can you think of people who do this? Putting it bluntly, like the oxygen mask you administer in mid-flight emergencies: What you want to give to the world, you must always first give to yourself. You want to be a visionary? You have to cultivate vision. You want to Game-Change? You have to Game-Change your life.

What does Game-Changing look like for you? What will you change so that you can slide up the fulfillment gage to Optimal? It should be as unique as your fingerprints.

There is no one-size-fits-all formula for achieving fulfillment in life. No magazine article or expert-formulated checklist can define what you should change in order to go from torpor to thriving. Optimal varies from person to person and moment to moment. Your desired outcomes are related to who you are, personally and demographically, and what you're navigating in your life, whether it's a turbulent work situation, or the demands of parenting and commuting, or a new chapter in a personal relationship.

When I first started supporting people in optimizing their lives, I wondered whether I could identify some standard factor that would allow any and all clients to craft a life that supports a creative essence and clarity. I discovered that, as a constant, you must first look to an obvious dissatisfaction within some aspect of your life – career, relationships, health, fiscal fitness, overall enjoyment – as indicators of action needed. But these vary from person to person. Working with a variety of people, who represent a wide variety of work situations, diverse demographic factors, and countless personality variables, it became clear: There is no one formula for having a fulfilled life.

If I couldn't find one set of variables that would guarantee this Optimal state from one person to the next, I wanted to identify the factors that determine the difference between true success and a nice try. I wondered what strategies or factors make change effective and lasting, no matter what that desired change may be. After all, if you're going for aligning with what is radically grounded in who

you are, you'd better make sure you have elements in place to keep you on target, and training wheels of sorts to keep you moving along. As I couldn't find studies that identify life alignment success (yet!), I looked for common themes in studies identifying the differentiators between people who persisted in any desired life changes, and people who made changes in the short term and then boomeranged back to the status quo...or worse.

As I aggregated findings across various studies, from weight loss to increased earnings to quitting smoking, a few major themes emerged. I'll go into more detail in a moment and throughout this guide, but here is the short list of the most important actions to take in order to sustain change, as cited by people who have done so:

- ▶ **Cultivate a new self-image.**
- ▶ **Set specific goals.**
- ▶ **Measure your actions.**
- ▶ **Practice selective attention.**
- ▶ **Cultivate faith.**
- ▶ **Question your conditioned responses.**
- ▶ **Become a learner.**
- ▶ **Get competitive.**
- ▶ **Establish or build a community of support.**
- ▶ **Keep going no matter what.**

Seem like no-brainers? On the whole, I've found most people can rally around this list. People who are interested

in taking life to the next level, in being Optimal, can usually agree with most of them, if not all, as being critical drivers of Radical Success. Chances are, as you examine evidence of your ability to change, you can credit your success to a combination of these practices.

You can't, however, stop at simple agreement with this list and expect results. Intentional change is not a spectator sport. Expecting change to happen because you think that how other people did it makes sense and would work for you is just an evasive tactic - *woulda, coulda, shoulda*. For this process to work, you have to personalize and internalize these elements, defining what each practice means to you, and then commit to using them. Think of it this way: You wouldn't set out on an expedition to climb Mt. Everest without identifying and thoroughly understanding the tools you need. Once you made your shopping list, you'd go out and get your own set.

Let's dive in to what each factor of lasting success really means. You're going to see very quickly how both idiosyncratic and interconnected they are.

**Cultivate a new self-image.** You have to get "sick and tired of being sick and tired," says Red Hot Chili Peppers front man Anthony Kiedis, a self-described addict in recovery, perhaps quoting AA. Whoever first came up with the phrase was right. Don't like being tired, over-tasked, stressed? Change your idea of yourself into that of one who allows enough time to accomplish what is necessary. Sick of being the one afraid to speak up in a group? Change your image of yourself into that of one who contributes thoughtfully. Feel limited in your creativity? Decide you are someone who pays attention to, and cultivates, new

ideas. You have to become so disenchanting with the self you've cultivated to date that there is no realistic alternative but to dedicate yourself fully to figuring out who you really want to be, and how you really want to be. Again, this means you also have to have courage enough to admit to *wanting more*. You have to fall in love, not just with the idea of having more energy or a powerful title or whatever else you want, but with all the aspects involved in being that person who is peaceful, driven, enthusiastic, healthful, passionate, playful or whatever else you really want to experience (of yourself?) in this lifetime. You have to first imagine a state of being that will be the most satisfying state possible. By doing that, and then continuing with the subsequent important actions on the list above, you'll acquire the rest of the tools you need to dedicate your mind, body, soul, and actions to being that person *now*.

**Set specific goals.** Once you name the true version of yourself you wish to experience being, you must identify goals, your progress toward which will serve as indicators of your successful alignment. Be clear, however, that goals are not all the same—there are outcome goals and there are process goals, and you need BOTH to be successful. Outcome goals will imply finality, and prompt a response of “Yay, I did it! Crack the champagne, let's party!” when they are achieved. Having your first photography exhibit, winning a board seat, losing twenty pounds—in all of these examples, there is a final *hurrah* moment. On the other hand, process goals answer the question, “What are you doing along the way?” Whether it's noting, “I will work out for at least thirty minutes a day,” or, “I will

give myself ten minutes of downtime to simply breathe before and after work,” process goals are what allow the metamorphosis to unfold. They incorporate taking actions repeatedly over time, and represent either new activities or new levels of commitment necessary to achieve your outcome goals.

### IF AT FIRST YOU'RE NOT UNCOMFORTABLE . . . YOU'RE DOING IT WRONG

When you think of a new idea of self, you need to identify both outcomes and processes that will make that new self a reality. An outcome goal should be set high enough that the process you use to achieve it will feel new and uncomfortable. Yes, that's right. I'm suggesting it is to your advantage to take yourself out of your comfort zone here. Here's where the sting comes from: Naming outcome goals is a bit like confessing your dreams, the ones you've always thought were beyond your reach, or that others would disapprove of. Identifying process goals forces you to confront how you get in the way of your own dreams. Fortunately, this puts you on the road to achieving them anyway. As you repeat the process goals you've designated, you create a new “normal” for yourself. Over time these process goals feel organic, and as you use them to experience change, these actions begin to change you. As you attain your outcomes and continue to set new outcome goals, the old outcomes begin to look like mile markers along your path. The repeated commitment to both types of goals is the “special sauce” ingredient needed to make

change happen—each time you fulfill your process and overcome commitments, you come closer to actually being who you want to be.

**Measure your actions – often!** If you have any doubts at all that you are making progress, you can easily prove it to yourself this way: by measuring your actions. Once you've named your goals, you have to measure what you're actually doing, how much of it you're doing, how often, and what you experience as a result. This may mean creating a measurement mechanism to reflect what you want and how much closer you're getting to it – a daily log, a regular check-in call with a supportive friend, an online tracking tool, etc. For some, it will mean engaging in routine reflection time, looking at the day behind you and planning for the days ahead. Or it could be more literal, such as counting calories ingested and burned. It can mean recording or “logging” how you spend time, how much water/alcohol you drink, or what time you go to bed and what time you get up. Equally impactful, be sure to note how each of these actions *makes you feel*. Whatever the goal is, whether measured with pen and paper or pixel alone, you must have a measurement element embedded in your process to mitigate the tendency to backslide toward complacency.

Studies of all types of tracking and logging have shown that there is usually a gap between what you *think* you are doing with your life and choices, and what you are *actually* doing. For example, in one immersion I teach, the executives who are chosen to participate routinely cite lack of time as the cause of their inaction in support of their desired outcomes. Because of this they are asked to

log how they spend their time, and to the last person, they realize they spend time needlessly on voluntary actions that in no way support their stated goals. This time-clutter can easily go undetected. Uncovering it through the measurement mechanism of keeping a time/activity log reveals to participants just how much their life and subsequent choices actually are within their control – instant power!

Measurement works for both process goals and outcome goals, so pay close attention and log whatever actions you take—yes, even when you take counterproductive ones. Whether your goal is as specific as a health metric, or as generalized as career advancement or passion in your love relationship, you can very easily keep track of lifestyle choices that align with your goal. Many people attempting to make changes in their lives lament the slow speed of attainment—the agony of the process. The measurement element in these moments is your ability to catch your *thoughts*. Generally, the voice telling you to backslide on your goals is the conditioned voice that is not aligned with your deeper idea of your defined Optimal.

*Practice selective attention—choose what messages you feed your brain.* The most important thing for you to watch is what you feed your brain. When it comes to brain food, you are what you eat. There are going to be people around you who support you in whatever you want to change, and there are going to be people who are uncomfortable with it. In addition, plenty of people around you may fall into a gray area, both supporting it and expressing discomfort with it. Because your thinking is formed largely in response to shared values, you will experience

many messages that conflict with the changes you want to make. You're going to hear people pander to the norm and expect you to do so, as well. You're going to hear plenty of messages about why what you're taking on is foolish, doomed, or a waste of time. Well-meaning loved ones will tease you with a chuckle for precisely the harmless action that most deeply serves you, but terrifies them. This goes for media messages, as well. The challenge is to always choose what you listen to, and choose how you listen to it. As you hear people expressing negative messages, listen for the motivation beneath each speaker's words. For example, getting jollied out of going to your guitar lesson in favor of yet another round of cocktails with the guys isn't going to support your goal of integrating learning, music, and fun into your life. As you hear that sort of message from well-intentioned pals, rather than either succumbing to it or resenting them for it, try to hear it with the affection from which it emanates, and go to your class anyway. This includes outright naysaying as well. If you hear anecdotes relating how someone else's efforts for change or a break with the norm were total folly, listen for your heart breaking at the thought of your own failure, and decide you'll stay the course anyway.

People will innocently and easily use negative humor, factoids, and examples aplenty to try to get you to change back to how you have been in the past. Don't let their fear impinge your resolve. Your courage to change is an inadvertent and uncomfortable mirror that forces them to look at their own lives and choices. Listen wisely, and remember that you have the power to decide what messages you're willing to take in, and take to heart. Determine that

the messages you ultimately receive will only be those that reinforce your resolve to be who you want to be. That determining power is wholly yours. It's at the root of how you interpret the opinions and input of others.

A final note about messages from unsupportive messengers: Whether they know not what they do or are completely aware of attempting to sabotage your resolve, forgive them in your heart and stay your course.

**Cultivate faith.** Put yourself on a steady diet of inspiration, whether derived from belief in a supreme power or from someone else's success story. Stories are a great source of inspiration, and the best stories are those that touch your heart, maybe make you feel a little burn in the corners of your eyes, or a sublime tightness at the back of your throat. Strong physical responses to inspirational stories defy the rational, calm reserve of your discursive mind, and serve as a powerful antidote to any naysaying voices you might hear around you or even in your own mind. Allegories of success – whether from the world of sports, or history, or from people in our own lives – are testaments to the possibility of change and its accessibility to everyone. Savor these examples and be attentive to any form of inspiration that triggers physical and emotional response. Use them to remind yourself of your own ability to achieve.

**Question your conditioned responses.** Most people have a long list of  $a + b = c$  equations functioning as the autopilot force that keeps their lives exactly as they are. These conditioned behaviors and the assumptions that underlie them are major sources of sabotage. Each time you take an action, remind yourself of what you want, and make yourself take the action that will best align you with it. Are you always the

“yes” person, accepting responsibilities and commitments despite the cost to your energy, attitude, and self-respect? Respectfully say “no” instead, and see what happens. Feeling sluggish after work? Snacking, napping, or drinking is just going to take that energy even further down—you need to inject power into your body and mind. Get up and take a brisk walk instead. Is staring at your computer making you feel brain-dead? You don’t need a snack or distraction, you need a stimulus—go stretch or walk some stairs. Feeling edgy after a long day? Slamming your system with toxic amounts of alcohol is a cruel choice with psycho-emotional boomerang effects. Regardless of your historic knee-jerk response to the stimulus life serves up, you’ve got a choice. In those moments, objectively assess your current state, consider what will take you from there to your Optimal state, and then *do* it. Intercept your sleepwalking, resist your conditioned urge, and take empowered action instead. Each time you do this, you connect to your own power. Game-Change is about taking deliberate action, not about operating on autopilot.

***Become a learner.*** A major indicator of your ability to cultivate happiness is your dedication to lifelong learning. As an adult, you become addicted to the confidence of knowing what you’re doing, and so discomfort might arise when you find yourself faced with a new experience, in which you don’t know what you’re doing. You must embrace the discomfort that comes with doing new things. Unfortunately, you can’t travel the full distance to Radical Success fueled only with the things you already know, housed in the places where you already look for answers. If you could, you’d already be living as you truly long to live. Aside from the experiential gains and discoveries you make by learning new skills and trying

new activities, the process of learning itself releases happy chemicals in your body, like dopamine, serotonin, and other endorphins, clarifying your mind, increasing resiliency and creativity, and boosting your mood. The neurological effect of consuming the *new* is that you affirm and align with the ever-changing nature of the universe by expanding your own little world. Study a language. Take up tai chi. Learn to sing. Whatever it is that's new for you, let go of your addiction to the feelings associated with knowing it all, and allow yourself to instead warm up to the discomfort that hangs around the gateway to learning something new. As you do so, that discomfort will lose its power over you. Whatever topic or skill you can think of learning about – perhaps something you've never given yourself permission to try – get started on it, and it will be a powerful antidote to stagnation.

**Get competitive.** Whether it's a friendly wager with a colleague, or entering an actual judged event, the spirit of competition is one of intention, commitment, effort, and measured outcome, all of which can powerfully support you in achieving Radical Success. If you know yourself to be inspired by being competitive, or you like the notion of a good old-fashioned wager with a friend – or even with yourself – dig in and go for the gold!

**Establish or build a community of support.** Because not everyone in your life might understand the changes you are making, it can be important to find people who are willing to stand alongside you, cheering you on. Tell those people what you're up to, and ask them to lend their energetic and emotional support. Whether you want this support to be active or just in “vibe” form, knowing there are people out there who are rooting for you can make a big difference in

your process and outcomes. Be public about your longing for change. You may be surprised to find others who long for changes themselves. And, who knows, your example may just give *them* the courage to act on this feeling themselves. If you can't find such people in your immediate social circle, a support group can be a great resource. Chances are, these days you can easily find one online.

***Keep going no matter what.*** What happens if you make missteps, or suffer setbacks that are beyond your control? For many of us, it's so easy to see these as justification for giving up on the journey. The truest indicator of success is your ability to be stubborn about your goals in the face of the temptation to surrender. So you blew a day or two, maybe even a week or month. Perhaps an entire year will pass without you making progress toward your goal. Let's face it, if you had given up on every goal you've ever had, chances are you wouldn't be the person you are today. Reflect back on the challenges you've faced in your life that provide evidence of your ability to achieve—to stand strong. No matter how much time has passed between the moment of recognition and your last aligned action, re-envision your objective and stick with it. Do not sell short your dreams, nor your ability to fulfill them.

## THE TEN FACTORS OF SUCCESS AT WORK: A CASE STUDY

I know these ten factors of success to be key because I've witnessed them in action within many clients' change processes. Take "James" for example.

As standing Vice President of Sales for four successful years, James badly wanted to be named Chief Executive Officer. He had both the operational chops and the relationships to really succeed in that position. It was clear to him that he needed to improve relationships within the company in order to win this promotion; input from performance evaluations told him others were confused by the way he interacted with people, being too “buddy-buddy” with people in an overly familiar way, while often also coming off as an alienating know-it-all. What’s more, his boss, the departing CEO, didn’t trust that James’ casual demeanor conveyed the gravitas necessary to win the support of the venture capitalists who owned the company and controlled the board. Despite his personal conviction that James was the right man for the job, he knew only James could convince the board of his talent, and only after making certain changes.

In moving towards his goal of winning the CEO spot, James knew he’d have to do more than simply make a business case, show results, and go present to the board. In a world that tells you everything is all about the numbers, trust me, James’ numbers were great. But in this, as in many cases, it wasn’t just about the numbers. These VC guys sitting in Connecticut needed to feel for themselves that James qualitatively represented the man they wanted at the helm of this organization. After all, VCs buy companies to sell them. Could James convince prospective buyers of the company’s worth if he couldn’t even get his team to fully believe in him?

James first had to identify the man he really wanted to be, the man he longed to believe he is, by considering

the qualities he most respected and responded to in himself. In doing this, he was able to both set aside his fear-based coping mechanisms (both the “buddy-buddy” and know-it-all habits), and focus on being the leader and mentor his company needed him to be. Once he named this Radical Success image shift, he had to identify both process goals and outcome goals to get there. Without a doubt, he knew his outcome goal was greater self-respect. When he looked at where his self-respect was lacking, he could identify gaps in his relationship to three primary aspects of himself: social insecurities, his physical presence, and his thoughts.



#### VISION QUEST

Throughout your day, as you walk into each engagement, notice how you think of yourself. Is your impression of yourself a positive one? Whatever you engage in, practice choosing a very positive image of yourself in relation to whatever is happening. Notice how it feels to actively select a supportive self-image.

His process goals with respect to his physical presence were about getting fit. He'd have to start exercising, and eating for fuel rather than for pleasure. He'd also need to get over his reluctance to spend money on himself, and invest in a wardrobe commensurate with the role he wanted to play. With regard to shifting his relationship with his team, his process goal was not only to increase his instances of one-on-one time with direct reports and colleagues, but also to cultivate an awareness practice, to help him resist the fear-based thoughts urging him to fill every conversation with his own voice. His rush to fill every

second of silence was a major handicap in his dignity and his leadership. By creating a practice of clearing his mind before he engaged with any issue, he was able to increase the extent to which he allowed others to do the talking, and to be right. This meant being present enough to hear their problems and working through questions with them to create great solutions *together*. More patience, less politics.

For James, measurement of his progress meant recording the frequency and duration of those one-on-one conversations, tracking his personal self-care, identifying and noting how much he listened, how much he allowed himself to be the student. But it also meant noting how he felt in relation to his idea of himself as *steady, strong, and respected* as a result of each of these choices.

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### CONSTANT CHANGE

Begin to view the world looking for evidence of evolution. As you engage with others or simply observe yourself, notice each way in which you are able to divert from your habituated responses. How does that feel?

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To filter and curate the messages he absorbed, James followed the rest of the process. He put himself on a steady diet of biographies of great humans who inspired him, and sought out the friendship of another senior executive at a leading company in his area, someone he greatly admired. Fueled by competition, he wrote down daily wagers with himself around just what he could accomplish with respect to each of his goals, and he commented on each at the end of the day. That his boss displayed many of the qualities James respected was an immediate and fortunate source of

inspiration. His wife and family had a common reaction, though, responding with mixed feelings to change. Their support for his physical health practices was seemingly 100 percent – that is, until it meant early morning wake-ups on the weekends to make time for running, or requesting salads for himself when everyone else was chowing down at a barbecue. Like any human, James felt pressured by their judgment and fear, and by his own fear of losing their love. Stepping outside of those immediate fears, he began to see with compassion and a gentle heart how terrified they were of this strange man who no longer nursed himself to sleep each night with a whisky in one hand and cradling the remote control in the other.

No matter how much of a no-brainer James' process toward his CEO goal may seem, none of the shifts he made involved his politicking for the promotion. All of them had to do with James *aligning* with what he longed to believe was true of himself: that he was a leader worthy of respect and empowerment at the highest level. As you consider your own longed-for truths, you may notice that your particular “intention keepers” or “factors of success” vary from James' choices. They should. Each factor requires you to take ownership of your change process by personalizing it, crafting your own strategy for staying true to your goals.

In working this process through with thousands of professionals, I have been amazed to witness how people very naturally respond positively to certain of these ten factors of success, and just as automatically reject others. Be willing to be surprised. No matter your first reaction to each of them, they are all available as resources. By

carefully considering even the ones that might not have initially appealed to you, you may find added power that helps you to stay the course. The factor you valued least at first may actually be the one that makes a difference in a moment where you might otherwise have given up.

## Alignment Assignment

1. **Acknowledge your ability to make change in your life. Consider your life in ten-year increments—what are instances of before-and-after that you can recall having implemented?**
2. **Considering these changes, what factors of success do you feel helped you stay your course?**
3. **What are changes you have seen in the lives of others around you? How is life forcing others around you to adapt and change? What changes do people institute voluntarily? Which type of change is more inspiring to you?**
4. **Acknowledge your first-blush reactions to each factor. Which might be a change-maker that helps you achieve a breakthrough? Which of them seems like it would be the most difficult to adopt?**
5. **Which feels the least relevant to your change initiative? Is that an honest response or fear-based backpedalling?**



## GRATITUDE

Small though this book is, it's the result of loving support, professional skills, and life wisdom imparted by editors, designers, students, teachers, friends, family, and strangers who have helped me along this path. Without this orchestra of creators to help me, this book would never have happened.



## ABOUT THE AUTHOR

Heralded in the bestselling *Megatrends 2010* as “corporate mindfulness guru for the new millennium,” Tevis Trower has helped a broad range of powerful organizations to optimize their most precious assets: Human Beings. In the process, she is proof that professional accomplishment and happiness are not mutually exclusive.

Prior to her work enhancing corporate and executive performance, Tevis held a number of other occupations and titles. Burger flipping, ditch-digging and community-building in Nicaragua, serving as a U.S. Army Reservist, rising as a deal diva for Fortune 500s, co-Chair of the *New York Yoga Teachers Association*, and advisory board member for the New York Chapter of the American Diabetes Association, Tevis’ success is radical, constantly evolving and the embodiment of what she helps others achieve.

With a Master’s degree in International Business, Tevis has gleaned wisdom from renowned teachers in a broad selection of leadership and mastery disciplines, including Sally Kempton, Hugo Cory, Sharon Salzberg, Lama Surya Das, as well as MIT professors Peter Senge, Otto Scharmer,

and Fred Kofman. She was mentored in innovation, coaching, and group facilitation by Michael Ray, Professor of Creativity and Innovation, and Marketing (Emeritus) at Stanford University's Graduate School of Business.

She has created and facilitated global executive immersions for prestigious organizations including *Harvard Business Review Events*, *Young Presidents' Organization*, *PwC*, *Disney*, *Morgan Stanley*, *KKR*, *Soros*, *Viacom*, *Google*, *NYPD*, and *The Economist Group*, on team effectiveness, organizational engagement, mindfulness, executive lifestyle, personal mastery, innovation, and the role of consciousness in creating radical success.

You can find Tevis featured in respected media outlets such as *Forbes*, *Fortune*, *BusinessWeek*, *Glamour*, *Yoga Journal*, *CIO*, *Pink*, *Real Simple*, *Crain's*, *New York Post*, *Financial Times*, *WWD*, *New York Observer*, *MSNBC*, *CNBC*, *Fox Business*, *NY1*, and *Martha Stewart* and worklife expert to *WebMD* and the *Huffington Post*.

Living what she teaches, Tevis spends time in NYC, Montauk, and Woodstock, enjoying surfing, snowboarding, trail runs, and entertaining friends at home with her little doggy, Ruby.